

**FACULTY SALARY AND BUDGET COMMITTEE**

NOVEMBER 3, 2017

**PRESENT:** Marty Abramson, Bonnie Bowen (ex-officio), Neal Buckwalter, Larry Burns, Gregg Dimkoff, Robert Hollister (Chair), Andrew Kalafut, Nancy Mack, Paul Murphy, Julia Mason, Jon Rose, Ashley Rosener, Paul Stephenson, Joel Stillerman, Mike Yuhas.

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1. The meeting was called to order at 12:00pm and the Agenda was approved.
2. The Minutes of October 20, 2017 were reviewed and approved.
3. Elisa Salazar was introduced as a new member of the Wellness team. She is a licensed social worker with a breadth of experience. Her focus now is on conflict resolution but she also helps with other areas.

Lindsey Desarmo explained the Health and Wellness program. First and foremost Health and Wellness is essential for GVSU because it helps assure that faculty and staff can be present and focused on the needs of students. Health and Wellness also saves the University money, this money can then be allocated toward other things including salary. Starting in 2014 there has been a push to get departments to become certified as healthy because an examination of surveys found that many of the success stories showed a common theme where the successful individual had a network of people that they could rely upon. Thus, Health and Wellness has focused on getting groups of people to work toward healthy goals. Among the most prominent components of Health and Wellness is the Healthy Choices Wellness Program where individuals earn up to \$500 for completing a health survey and doing any necessary follow up with a health coach. The participation rate for the biometric screening is at 27%; people that have done the screening for 1 to 3 years show significantly better health outcomes compared to the general population. The program has worked to become as user friendly as possible and is expected to continue to evolve. The Health and Wellness program is also a good training format for students in the health professions.

Dave Smith explained the open enrollment and answered related questions. All employees must renew their plan choices each year during the open enrollment period. Open enrollment was expanded this year to include a link to retirement planning and Healthy Choices. It is hoped that by making it easier for faculty that these services will be more readily utilized. For 2018, the only major change in plan design is the addition of a drug copay beyond the standard deductible in the High Deductible PPO Plan. The High Deductible PPO Plan remains the most cost effective option for most faculty. There are no changes planned to the High Deductible PPO Plan for 2019. For faculty that choose the Standard PPO Plan there was a minor increase in the premium for 2018 and the same is likely for 2019. As always, the pharmacy drug formulary may change over time. Delta Dental has a slight increase in premium, while EyeMed Vision has a fixed cost through 2020. The use of on-line visits for routine colds through MedNow is becoming more popular and is expected to increase in usage over time. The FSBC recommended that the HR office send information to targeted employee groups. For example, sending information on Medicare options for people that are approaching age 65. The committee questioned why the limit on hearing aid coverage was so low especially given that hearing in the classroom is so vital to successful teaching.

4. The committee began a discussion on the salary increment rates. There was not enough time for a thorough discussion and the topic will be further discussed at the next meeting. Members were asked to consider between meetings if they are any concerns regarding the current policy for distributing the meritorious salary increment.
5. The meeting adjourned at 1:30pm.